

Metropolitan Police Department
Asian and Pacific Islander Initiative Annual Report
October 1, 2001 – September 30, 2002

Executive Summary

The Metropolitan Police Department (MPD) is committed to ensuring that all District of Columbia residents receive equal access to the services that they provide. To this end, the Department established the Asian Liaison Unit (ALU) in March of 1996. The ALU is located at 611 H Street, N.W. in the heart of Chinatown. Currently, the unit consists of one Sergeant, seven officers and one civilian. This unit of the MPD provides translation services, investigations, and other police-related assistance to the Asian and Pacific Islander community.

Translation of Materials. In FY 2002, the following materials were translated in Chinese, Korean, and/or Vietnamese languages: a form and instructions on how to file a police complaint, a domestic violence brochure, and other important resource materials. MPD also has the following materials available in one or more of the Asian languages: Miranda rights, the DC Curfew Act, Department of Motor Vehicles Regulations and Alcohol Beverage Control Regulations, Policing for Prevention fact sheets, and safety brochures on how to call 911 and 311.

Diversifying Workforce. The MPD Office of Recruitment and the ALU recruit through local job fairs and media. They distribute applications to individuals for the Cadet Program in 20 area high schools and throughout the Washington DC Metropolitan area regularly.

Multicultural Training. The Department has in effect the Language Services Stipend program. The Department pays for the cost of certification for all members – sworn and civilian. Once they have been certified in any foreign language and/or American Sign Language, this program pays members of the MPD \$50 per pay period. To date, the Metropolitan Police Department has 26 Asian and Pacific Islander (API) language-speaking employees, ten of whom are language certified by the U.S. Department of State. MPD's Institute of Police Science (IPS) also provides an eight hour block of multicultural and diversity awareness training to help employees meet the needs of the District's diverse citizens.

Neighborhood Partnerships. The ALU has assisted Asian victims of crime in getting compensation. They provided monthly status reports on crimes against Asian residents to the Crime Victim Assistance Program (CVAP), and conducted workshops for various Asian groups on crime prevention. The ALU also provided police assistance at various Asian fairs and events throughout the year. In FY 2002, to advance service to the API community, the Department assigned the Director of the Policing for Prevention Unit as the MPD API Liaison. The Liaison also represents the Department as the Ex-Officio Commissioner to the Executive Office of the Mayor (EOM) API. The Liaison assisted the Boat People Vietnamese Organization, the DC Roadway Vendor Lottery participants, and, in conjunction with the ALU sergeant, completed a draft of the Memorandum of Agreement between MPD and API representatives to ensure an ongoing site for the ALU in Chinatown. The ALU and MPD API Liaison also provided monthly and quarterly status reports to the EOM API and Commissioners on the status of API translations, crime, neighborhood partnerships, and community outreach.

Community Outreach. The ALU hosts a variety of meetings within the Asian community, including public safety seminars, youth violence prevention seminars, and other workshops. The translated brochures, fact sheets, laws, regulations, and other documents are disseminated through ALU hosted and assisted events, Police Service Area (PSA) meetings, community outreach presentations, and at the police district stations.

Introduction

The Metropolitan Police Department (MPD) is one of the ten largest local police agencies in the United States and is the primary law enforcement agency for the District of Columbia. Founded in 1861, the MPD of today is on the forefront of technological crime-fighting advances, from highly developed advances in evidence analysis to state-of-the-art-information technology. These modern techniques are combined with a contemporary community policing philosophy, referred to as *Policing for Prevention*.

Policing for Prevention bonds the police and residents in a working partnership designed to organize and mobilize residents, merchants and professionals to improve the quality of life for all who live, work, and visit the Nation's Capital.

The Chief of Police serves as the Chief Executive Officer of the department and is responsible and accountable for all activities involving the Metropolitan Police Department. The Chief establishes professional standards that maintain a higher level of integrity and ethical conduct than is generally accepted of others. All operations of the department serve the needs of a diverse community, as well as the federal interests associated with Washington's unique role as the Nation's Capital.

Today, the Metropolitan Police Department includes more than 4,400 members—approximately 3,600 sworn police officers and more than 800 civilian employees. Under Chief Charles H. Ramsey, today's MPD is committed to many of the proud ideals and traditions of the department in its earlier years. While serving and protecting the community remains central to the MPD's mission, the department is also committed to building safer neighborhoods in partnership with the community. The mission of the Metropolitan Police Department is to prevent crime and the fear of crime, as we work with others to build safe and healthy communities throughout the District of Columbia.

Today's MPD is also the most diverse it has ever been. Twenty-four percent of its officers are women and 22 percent are women of color. To add to its diversity, in March of 1996 the Department established the Asian Liaison Unit (ALU) and, in 2002, the Department established the Latino Liaison Unit. Each provides translation services, investigations, and other police-related assistance.

As the Metropolitan Police Department strives to maintain its rich diversity, Chief Ramsey is also committed to raising the standards and increasing the professionalism of the force in the years ahead.

Objective 1: Translation of Materials

The Metropolitan Police Department has successfully translated numerous brochures and fact sheets into Chinese, Korean and Vietnamese. To date, the following items are available through the Asian Liaison Unit (ALU):

- Citizens' Complaint Brochure and Form (Translated in Vietnamese and Korean 2002)
- Crime Victims Compensation Program (Translated in Korean by Francey Youngberg 2002)
- Domestic Violence Brochure (Vietnamese 2002)
- The Role of the Community Outreach Specialist of US Attorney's Office (Korean 2002)
- Miranda Rights (Vietnamese, Korean)
- Robbery Prevention Guide
- D.C. Curfew Act (Vietnamese, Korean)
- P.D. 47 Rights Cards
- Youth Violence Survey
- Officer Recruitment
- 911 Emergency Calls (Vietnamese)
- Crime and Safety Survey - Business
- Crime and Safety Survey – Residents
- Department of Motor Vehicles (DMV) Regulations (Vietnamese)
- Alcohol Beverage Control (ABC) Regulations (Korean)
- MPD Introductory Brochure
- Public Safety Brochure (Chinese, Vietnamese, Korean)
- Partnership for Problem Solving Fact Sheet (Korean, Chinese, Vietnamese)
- Town Hall Meetings
- Waiver for Defendant Rights

The Department has partnered with local Asian community-based organizations, the Korean Embassy, and individuals in the Asian community to translate public safety information into the three major Asian languages – Chinese, Korean, and Vietnamese. This information is being disseminated through the ALU, police district stations, and at workshops. Translating all public safety materials for populations with Limited English Proficiency remains an important priority of the Department.

Objective 2: Diversifying Workforce

To continue in its efforts to diversify the workforce within the Metropolitan Police Department, the Human Services Division recruits nationally. Through the utilization of organizations such as the Asian Pacific American Alliance, the Department gained access into the various Asian-American organizations in targeted areas. Each year, twenty District high schools are provided MPD Cadet Program information and application for potential candidates. The ALU has also assisted MPD's recruiting unit by distributing the Police Cadet application to D.C. Asian youth.

Objective 3: Multicultural Training

To date, the Metropolitan Police Department has 26 Asian and Pacific Islander (API) language-speaking employees, ten of whom are language certified by the U.S. Department of State.

In FY 2002, to further assist the department in multicultural training, the MPD's Institute of Police Science (IPS) provided the 40-hour in-service for all sworn employees that includes an eight hour block of multicultural and diversity awareness training to help its employees meet the needs of the District's diverse citizens. The diversity training is designed to raise awareness and sensitivity among members of the MPD with regards to their interactions with culturally diverse groups. As part of the training, IPS provides Language Line Information Card training to assist MPD provide service to non-English speaking citizens. The card provides procedural guidelines on how to utilize foreign language translation services when an MPD member has to communicate with non-English speaking individuals.

Objective 4: Neighborhood Partnerships

Policing for Prevention (PFP) is the community policing strategy of the MPD. The three approaches of PFP include: (1) Focused Law Enforcement, in which police target repeat offenders and locations; (2) Neighborhood Partnerships, where police, community and other agency representatives work together to build safe and clean neighborhoods; and (3) Systemic Prevention, which targets the underlying causes of crime and disorder. The mission of the PFP Unit is to advance collaborative partnerships between community stakeholders, police officers, and other agency representatives through the development and implementation of programs and training related to Policing for Prevention. To help meet this goal, the PFP fact sheet has been translated into Chinese, Vietnamese and Korean. Police officers, community volunteers, and agency representatives throughout the District have been trained in collaborative problem solving by the Policing for Prevention Unit.

In FY 2002, the ALU provided workshops to the Florida Market Asian merchants on crime prevention. This police-community collaborative relationship was initiated in the spring of 2001, when the Policing for Prevention Unit initiated a collaborative problem-solving process to address a rash of robberies in the Florida Market area. Since that time, a survey of the Market merchants indicated a high level of satisfaction (80%) with police services and crime reduction. Through this survey, MPD was able to interact with Asian merchants and find out that the majority were interested in having regular meetings with MPD and other government agencies like the Department of Public Works (signage, street lighting, and garbage problems), the Department of Health (rodent control), Department of Consumer and Regulatory Affairs (building inspections), and others. Consequently, other meetings and crime prevention workshops regularly take place with the Florida Market merchants to ensure ongoing collaboration with MPD and other District agency representatives.

In FY 2002, it was brought to the attention of the MPD API Liaison that the Boat People SOS Vietnamese Organization was having problems with drunk and homeless individuals using their lobby to loiter and sleep. The problem was especially troubling because the lobby is a thoroughfare and gathering location for children who come to the center for services. After collaborations between the MPD API Liaison and the Fourth District Commander, a bi-lingual and bi-cultural Vietnamese officer assigned to the Fourth District was directed to assist in solving the problem. The problem was solved and a new relationship between the Boat People SOS Vietnamese Organization and the Vietnamese Officer was developed that brings more problem-solving resources to the group.

In late FY 2002, President of the DC Roadway Vendors, of whom 98% are Asian, brought to the attention of the MPD API Liaison that the Roadway Lottery system was problematic. The Roadway Vendors stated that the system is antiquated and inefficient for the large number of roadway vendors who compete for limited vendor locations. Consequently, confrontations between vendors have led to heated arguments and physical altercations. The MPD API Liaison brought this dilemma to the attention of the MPD Special Operations Division (SOD) who oversees the lottery for roadway vendor assignments. Since that time, representatives from several District Government Departments, and the MPD SOD, Corporation Council, and API Liaison have been meeting to explore ways to improve the DC Roadway Vendor Lottery system.

Objective 5: Community Outreach

The Asian Liaison Unit (ALU) has been vital in the Department's outreach efforts and has been involved in areas such as creating and distributing safety brochures for National Night Out; distributing applications for the Cadet program; distributing crime prevention brochures to merchants, Asian residents, and senior citizens; and conducting workshops in the Asian community. The ALU has also successfully launched an outreach program specifically designed to target restaurants and apartment buildings with a high concentration of Asians. Through this program, the ALU educates about personal and business safety and gives tips on how to maintain security. The ALU also hosts a variety of meetings within the Asian community, including youth violence prevention seminars.

Lesson Learned

Through attendance at community meetings, customer surveys, and outreach by the ALU and Asian Liaison, MPD has become keenly aware of the needs and concerns of the Asian and Pacific Islander community. Additional funding is needed to translate MPD public safety material into the major Asian languages. The District Roadway Vendor Lottery system needs to be assessed to ascertain how to improve the lottery process.

Future Plan

The Department will inventory MPD's public documents and seek funding to translate and print them into the major Asian languages. The Department will aggressively seek funding to ensure that Asian Limited English Proficiency (LEP) populations have MPD public safety materials. Members of the D.C. Lottery and Charitable Games Control Board, the D.C. Health Department, and MPD will work together to evaluate and improve the present Roadway Vendor Lottery system.

The Metropolitan Police Department intends to continue its efforts to diversify the workforce by actively recruiting Asian employees. With the aid of community resources and the Asian Liaison Unit (ALU), outreach will continue and community input will be utilized to effect change in the Asian community. The ALU will continue to attend and host community meetings and translate Department documents to assist the Asian and Pacific Islander community understand the goals and mission of the District of Columbia Metropolitan Police Department.

Signature: _____
Charles H. Ramsey, Chief of Police

Date: _____